

WASHINGTON STATE APPRENTICESHIP AND TRAINING COUNCIL

July 20 – 21, 2006

9:00 AM

MINUTES

THURSDAY SESSION

MEETING CALLED TO ORDER at 9:10 a.m.

ROLL CALL – quorum was present

GREETINGS: Dennis Kampe, Director, Clark County Skills Center, offered greetings and welcomed the Washington State Apprenticeship and Training Council to your quarterly state council meeting.

Director of the Clark County Skills Center for the last 15 years and has been involved in apprenticeships in great, great detail. In fact, very proud of the agreements and the partnership that the Skills Center has with local apprenticeship councils that serve Skill Center graduates and citizens from Southwest Washington. That includes United Brotherhood of Carpenters, the NECA IBEW, the Sheet Metal Training Fund, the Painters Apprenticeship Trust, the Associated General Contractors, Floor Covering Apprenticeship Council, and connections with the Ridgefield City Council apprenticeship.

Ed Madden, our local representative here in Southwest Washington, serves on the general advisory committee, and I want to say that you have no greater advocate or committed person for apprenticeship than Ed Madden. I want you to know that the general advisory skills center he serves on is well versed on apprenticeship and Ed and I have had some lengthy discussions about our involvement, if you will, in apprenticeships. And I want you to know that I support that.

Apprenticeships work for and serve our communities and our citizens well. In 1968 I started my apprenticeship as a machinist with the International Association of Machinists and Aerospace Workers, receiving my journey level certificate in 1971. I worked as a machinist for 15 years before I started teaching machine shop at Clark College and at Prairie High School in the Battle Ground School District.

As the director of the Skills Center for the past 15 years, I'm committed to pre-apprenticeship and apprenticeships as a viable option, career option for our students. But we have a big task ahead of us, to assure that apprenticeships continue to be the important option that they are for our citizens.

According to the U.S. Department of Labor statistics in 1950, 25 percent of all jobs required a skilled worker. Thirty years later in 1980, 30 percent of the jobs required a skilled laborer. But in the year 2000 the number of skilled jobs jumped to 65 percent of all jobs requiring a skilled worker. That was the catalyst of education reform, certainly in Washington State and nationwide. It was an increase in the skilled jobs without the workers to fill those positions.

In that process, education reform started and I want us to remember that's what started it. We also realized, all of us that we not only needed skilled workers but we also needed workers that could read, write and compute. In the education reform a lot of emphasis is put on the academic aspect of our students as they're coming out of high schools now. Washington and Oregon have done an

excellent job. In fact, Washington and Oregon has the highest SAT scores in the nation because, I believe, an increase in the emphasis on academics.

But it takes both. And we cannot sacrifice career and technical education for academics. We must have both. And the idea that the academics is more important is something that I just cannot support. We absolutely need to do more. We need both, and I might add that 25 percent of all jobs in the marketplace require a bachelor's degree or higher, 65 percent require skilled labor. So not only do we need in our society skilled workers that have a bachelor's degree, but we also need workers have the original four-year degree, apprenticeships.

The Washington State legislature is sponsoring and passing bills supporting apprenticeships. Substitute House Bill 2789, which by the way, Governor Gregoire calls "The Running Start" bill for the trades. I like that. I think that emphasizes the support that we have in our legislature for the trades.

(Phone rings.)

MR. KAMPE: Just never know when that's going to go off, do you? Excuse me for just one moment.

"Hello. I'm sorry I think you have the wrong number. What's that? You're looking for skilled workers? A system that you can have qualified entry level workers that can learn into journey level with it to meet increasing demands of our workplace? State Apprenticeship Council Directors, this call is for you!"

What you're doing here in the next few days is important because apprenticeship is important. It's important to our citizens, it's important to our economy, it's important to our country. Again, I want to welcome you to Vancouver, USA. Have a great conference and keep up the good work. Thank you very much.

MINUTES: *M/S/C* to approve the April 20-21, 2006

CERTIFICATES OF MERITORIOUS SERVICE:

<u>Name</u>	<u>Organization</u>
John Brooks	Seattle and Vicinity Sprinkler Fitters, Local 699
David Kern	Seattle and Vicinity Sprinkler Fitters, Local 699
Nancy J. Mason (previously awarded)	Washington State Apprenticeship and Training Council
Bill McCartan (previously awarded)	Puget Sound Electrical Joint Apprenticeship and Training Committee
Gloria Hunter (previously awarded)	Yelm School District #2 Apprenticeship Committee

CORRESPONDENCE: *M/S/C* to approve the correspondence log dated July 20, 2006 as an attachment to the record of today's Council meeting.

REPORTS:

State Board for Community and Technical Colleges

Pat Ward, State Board for Community and Technical Colleges, shared a handout of a spreadsheet which shows the last three years of head count and FTE for the system and

then the three-year average. From 04/05 to 05/06 went up by 799 head count and increased by 133.3 FTE, and in 2005-06 served 8,128 students, for a total of 2,330.9 FTE.

The allocation of our additional apprenticeship funding that we set aside for the system is now out to the system. All the budgets are approved with the exception of one college that we're working on, 628 FTE for this year, which was an increase from last year's 66 FTE.

Workforce Training and Education Coordinating Board

Jamie Krause, representing Don Bennett, new interim executive director, reported on items of interest and priority of the Workforce Board:

First, the Workforce review is underway and it's centering on three questions: What other states have done to increase consolidation, coordination or integration of the Workforce development system; The extent of the integration of services in Washington's one-stop system Work Source; and What the current structure is of funding for student financial assistance that's provided through Workforce programs, which also includes what options exists to more effectively and efficiently provide student financial assistance through Workforce development programs.

High skills, high wages – another priority of the board - Chapters 4 and 5 on Performance Accountability and the Agenda for Action are up on the State Board website for public comment at this time and review (www.wtb.wa.gov). Public forums are planned for October for continuous feedback into the development of high skills, high wages. The Workforce review will obviously have an impact on the content of that document.

The Governor's Workforce and Economic Development Conference is scheduled for September 7th here in Vancouver at the Vancouver Hilton. This is the first ever joint Workforce and Economic Development conference.

Employment Security Department

Teresa Toral reported on two items: Statewide Apprenticeship Training and DOL Update.

Statewide Apprenticeship Training funds were used to train incumbent workers in apprenticeship training from demand occupations. The purpose of the funding was to expand the use of registered apprenticeship training throughout the state. Through an RFP process, each WDA was eligible to submit a proposal with a maximum of 250,000 per application. The total dollar amount available was 1.03 million.

For the SAT, projects applications were submitted to the Employment Security Department, Employment and Training Division based upon released application guidelines. They were reviewed and then scored. Awards were given based upon review committee ranking and fund availability. The application instructions included necessary criteria that must be included in the proposal and it gave a specific due date as well.

Consideration in the award of contacts was given to applicants who committed to achieving any of the following outcomes upon successful completion within the project timelines: Employment and registered apprenticeships, salary wage increase as direct result of project, licensing completion, certification completion, occupational skills standards upgrade, job retention, completion of pre-apprenticeship requirements and entry to a registered apprenticeship.

These projects are managed from the Office of Jeff Wilson, of the Employment Security Department, Employment and Training Division. He is located in Olympia and may be contacted at 360-438-4152 for any further questions.

Item 2, a Department of Labor update, Re: Reauthorization. This is a press release from July 14th, 2006. Senate panel scheduled to consider Work Source system spending bill next week. Senate appropriators have tightly choreographed and scheduled next week to consider and approve the fiscal year 2007 Labor Health and Human Services and Education spending bill. The spending bill will appropriate funds beginning fiscal year 2007 for the Workforce systems including Workforce Investment Act,

Employment Services, Unemployment Insurance, Veterans Employment and Training Services, and Labor Market Information programs. On July 18th the spending bill will be considered by the Senate Labor, HHS, and Education Appropriations Subcommittee, followed by the consideration on July 20 by the Senate Appropriations Committee. Once the bill is approved by both panels, as it is expected, it will be ready for consideration on Senate floor.

Consideration of the Senate floor is not likely to occur until after Labor Day as Congress has only two more weeks of sessions scheduled before taking a month long August recess. Many who follow the events on Capitol Hill do not expect the spending bill to be considered until after the November 7th election.

Details on spending levels included in the Senate's fiscal year 2007 Labor, HHS, and Education Appropriations bill have not been released and are not likely to be made public until July 18th markup.

Workforce system advocates are waiting to learn how the Senate spending bill might differ from the bill HR 5647 approved by the House Appropriations Committee on June 13th. The House bill would cut Workforce system appropriation by over half a billion dollars including the sessions of 325 million for WIA or W-I-A state grants, and 42 million to cut the One Stop Labor Market Information Program.

A number of Senate state expressed that the Workforce system would be pleased of the spending levels included in the bill, but would not provide specifics. Senate Appropriators have higher spending capital to work with than the House, allowing them to appropriate more. If the Senate Appropriations Committee approves levels of spending more favorable to the Workforce system than those of the House bill, much work would remain to ensure a final positive outcome.

US DOL Office of Apprenticeship (US DOL OA)

Anne Wetmore, reported on several items:

First of all, the U.S. Department of Labor Apprenticeship Review of Washington State will take place on August 1st. Someone from our national office and our regional director, Mike Longeuay, will come up to conduct the review. I won't be involved in that, we don't have any state directors doing the reviews.

Second, I was asked by Karen Carter to find out about what the retention figures were since council is looking at that. Our national office is looking at capturing the data on retention by occupation and also by region. It's not yet available.

However, there is one thing that we are doing on retention. In 2005, we established base lines to align the Office of Apprenticeship with Employment and Training Administrations, with their common measures performance indicators of three items: Retention, earnings increase, and efficiency.

We take apprentices, per quarter, that are registered and nine months later we check in with the sponsor to see if these apprentices are still active and working. Two keys things, is there a wage increase and what that is. We then enter that into our system.

In 2005, our baseline was 78 percent of the apprentices were still working and active across the country. The earnings increase was a \$1.26 per hour wage increase within that first six to nine months. The starting wage average was around \$11.92.

For efficiency, they found that it is \$109 per apprentice for the federal cost of administering the federal programs, not including the SAC programs. This is some information on retention that we are doing, and hopefully we'll come up with some figures overall for the apprentice for the whole entire time, not just the first nine months.

Third item, grant applications are out there for \$125 million, it's called the Community Job Training Grant, and the awardees will be expected to be building capacity of community colleges to training for careers in high growth industries on a regional basis. It's a great opportunity for apprenticeship and the colleges to work together and go for some of that money.

The last item, we had an issue come up in the state a while back that had to do with fringe benefits in the standards. One of our apprenticeship sponsors, in their collective bargaining agreement, doesn't pay fringe benefits to the apprentices who are on probation. But, on a prevailing wage job, they're required to go back and pay full fringe benefits even though collective bargaining said they didn't have to.

Others were asking the question about fringe benefits and how do you pay for an apprentice when it's not addressed anywhere? There's a Bulletin 20 - 2006-05A, that was issued June 2nd, 2006. It states under the regulations that implement the Davis Bacon Act, the cost of fringe benefits are considered wages paid to covered workers. Further, under 29 CFR 5.5, if an apprentice program does not specify the fringe benefits to be paid, covered apprentices must be paid the full amount of fringe benefits listed on the pertinent wage determination.

What was done is they were added under Wage Progression, that the apprentice shall be paid a progressively increasing schedule of wages, and we added three words "and fringe benefits," during their apprenticeship.

If they can put it in their standards, then we have been told that should take care of the situation so that when someone reviews it they'll see that it's there.

Office of Superintendent of Public Instruction

NO REPORT

Higher Education Coordinating Board

NO REPORT

Labor and Industries Affirmative Action Advisory Committee

Peter Guzman reported that the Affirmative Action Advisory Committee had an excellent presentation from representatives of the Job Corps. It's a federally funded program that

serves low income youth. It focuses on pre-employment and pre-apprenticeship training in 85 occupations including building trades, medical, auto, and other fields. It provides placement, transitional and other support services.

We had a great discussion on barriers that impact women and minorities in the trades, and there were a lot of good ideas that were exchanged to the audience about how we can improve those numbers, as well as retention. Additionally we, as a committee, will prioritize at the next quarterly meeting, goals for the affirmative action committee. We have a list of priorities that outline the issues that are affecting a lot of the programs as far as barriers to entry into the programs for women and minorities and we will be prioritizing those to see how we can, as a whole, work on these issues and have some greater focus.

And finally, there was an announcement by Marvin Jenkins from the Department of Transportation about two workshops. The first one is a Construction Career and Resource Fair, September 29th, 9:00 to 4:00 at Seattle Voc Institute. Secondly, there's a construction career day October 5th through the 6th from 8:00 to 2:00 at Spokane County Fair and Expo Center.

General Administration, State of Washington

Roland Orr, representing General Administration, reported. On the first page of the report he distributed, is the active project reports that General Administration is currently undertaking. Of the 700,000 labor hours, 122,000 are apprentice hours.

This is the first report that includes the women and minority percentages. Up in the right-hand corner there are three projects with no women and minority numbers. This is because these projects were underway before we started tracking that information.

And if you'll also notice, of the six projects that are below ten percent apprenticeship utilization, five are below 50 percent completion. One, being the fire lane improvement at Tacoma Community College, is considerably low. We've been in contact with the contractor. The contractor has stated he has some difficulty filling the apprenticeships for this particular project, and we expect to get a letter from the contractor outlining their efforts to meet this requirement.

Fifteen firms have been given access to our on-line reporting. We've found a lot of success with that program. We anticipate that by the end of next month all of our contractors will have this capability.

The second page is the closed projects and these projects closed between July of '03 and July 17th of '06. We are averaging 16.3 or 16.7 percent apprentice participation, and that accounts for 1,555,000 hours of labor.

COUNCILMEMBER CRANE: Yes, there are a couple. One - and I know that this is - I've asked for this before. I appreciate it that we're getting information on percentage of women and minorities apprentices for the open projects. Can we also at the next council meeting see that for the closed projects as well because that gives us an opportunity to do some bench marking?

COUNCILMEMBER CRANE: There are some apprentice percentages in here that don't make a lot of sense to me, such as a project that has almost 39 percent apprentice labor, and some of the others that are fairly high, and I'm just - since we do a report card in King County, there's some stuff here that looks really anomalous. What I would really

appreciate is to have you go back and take a harder look at any project where the apprentice utilization is over 25 percent, because it doesn't make - it just doesn't make a lot of sense.

Oregon State Apprenticeship and Training Council

Ken Fry, trades employee member of the Oregon Council, reported Karen Dale.

Karen Dale is a long-time apprenticeship representative for the State of Oregon.

Councilmember Link: Well, I think 1:00.

Mr. Fry: 1:00 is the last word I got, so I'll be here.

Washington State Coordinators' Association

Bill Bowser, representing the Washington State Coordinators Association, reported. Washington State Coordinators' Association had their meeting yesterday at 1:00.

Ardis Benson gave a report for the Department of Labor & Industries. She talked about the program manager opening and the qualifications for the new program manager position.

Dick Castle with the Eastern Washington Coordinators Association gave a report regarding the industry trends on the east side of the state.

Randy Johnson gave a report in Larry Walter's place for the Western Washington Coordinators Association. Their meeting was July 14th. At that meeting Renee Taylor, with the Pacific Association, and Stephanie Kellner, with Port Jobs, talked about a financial survival guide for apprentices that they put together and is available for programs at curriculum.

Peter Coats talked about the Bright Water project, King County Waste.

Greg Mullet gave a report regarding the Sound Transit.

Karen O'Neal talked about the Washington Women and Trades, Pizza and Power Tools events, one coming up on September 12th at Rainier Beach Community Center, and another one October 25th at Everett Events Center.

Secretary, Washington State Apprenticeship and Training Council

Patrick Woods welcomed Jamie Krause (Workforce Board) to the apprenticeship council meeting. We look forward to working with you on the various proposals of the Workforce Board.

In the last few months we've seen the funds that were provided to the Governor's office for apprenticeship. There were four proposals that were funded through the Office of Public Instruction. There are additional amounts of funds that are going to be funded here in the next few months with Council involvement for those projects on pre-apprenticeship.

We all miss Nancy Mason, the former Program Manager. We are delighted to have Karen Carter with us on an interim basis.

WSATC Compliance Review and Retention Subcommittee

Councilmember Crow reported that the Compliance Review and Retention Subcommittee met yesterday. The minutes for that meeting follow:

**WSATC COMPLIANCE REVIEW AND RETENTION SUBCOMMITTEE
MINUTES**

July 19, 2006 - 8 A.M. – 11:30 A.M.

Meeting called to order by Pete Crow

Roll Call: Present: Susan Crane; Melinda Nichols; Pete Crow; Dave Johnson (9:10 A.M.);

Absent: Peter Guzman

Revisions to April 2006 minutes:

M/S/C to accept revision to April 19, 2006 WSATC Compliance Review and Retention Subcommittee meeting minutes

OLD BUSINESS:

Affirmative Action/Compliance Reviews (2004 and 2005)

1. Centralia Fire Department Apprenticeship Committee

M/S/C in compliance for administrative for 2004

2. Construction Industry Training Council of Washington (Plumber)

Program requested 25 & 26 up with this item

Plumbers, out reach created a diversity committee they have met three times working on specific out reach. We have two women in the trades working with us. Mentor alliance now created in different language. Developed a translation program. We have a support system and we feel this will make a great difference. We have changed the way we think about outreach. That personnel connection Have you completed any plumbers this year. We have lost one woman because of the lawsuits

M/S/C to accept recruitment plan

3. Dispensing Optician Joint Apprenticeship and Training Committee

➤ Moved to October 2006 Council at least of L&I AC

4. Inland Northwest Chapter Associated General Contractors Carpenters Apprenticeship Committee

New training director Don McKenize. We had a demand for operators, We did really outstanding recruiting we ranked the candidates. We had forty hours of certification. We would transfer to another program to get them to work. Oct 5 & 6, 300 students a day on hands on equipment per day. Workforce diversity the tribe has stepped forward, we have recruited 5 females and 4 males.

M/S/C to accept report

5. Inland Northwest Chapter Associated General Contractors Operators Apprenticeship Committee

M/S/C to accept report

6. Northwest Washington Carpet, Linoleum, & Soft Tile Apprenticeship Committee

➤ Program to be cancelled Thursday, July 20, 2006

7. OHOP Mutual Light Company and IBEW #483 Apprenticeship Committee

M/S/C in compliance for administrative

8. Operating Engineers Regional Training Program JATC

M/S/C in compliance for administrative

9. Pierce County Meatcutters Apprenticeship Committee

M/S/C in compliance for administrative

10. **Port Townsend Paper Corporation In-Plant Apprenticeship Committee**
M/S/C in compliance for administrative
11. **Saint Gobain Container/GMP In-Plant Apprenticeship Committee**
M/S/C to find out of compliance for administrative; L&I Apprenticeship Consultant for the Program to report at the October 2006 WSATC Compliance Review and Retention Subcommittee meeting on the status of program's RSI/OJT hour reporting.
12. **Saint-Gobain Containers Moldmaker Apprenticeship Committee**
M/S/C to find out of compliance for administrative; L&I Apprenticeship Consultant for the Program to report at the October 2006 WSATC Compliance Review and Retention Subcommittee meeting on the status of program's RSI/OJT hour reporting.
13. **Seattle and Vicinity Sprinkler Fitters Apprenticeship Committee**
M/S/C in compliance for administrative and in compliance by GFE for females; Program to come to the October 2006 WSATC Compliance Review and Retention Subcommittee meeting to report their success with the interviews.
14. **Seattle Area Plumbers, Housing Plumbers, Pipefitters, Refrigeration, and Marine Pipefitters Apprenticeship Committee**
M/S/C in compliance for administrative and in compliance by GFE for both minorities and female
15. **Seattle Automotive Machinists Apprenticeship Committee**
M/S/C in compliance for administrative and by GFE for females; Accepted action plan; Program commended for their progress; Programs asked to come back in six months;
16. **Seattle Machinists Apprenticeship Committee**
M/S/C out of compliance for minorities, females and administrative; program is sanctioned and may not register any apprentices until they come before the WSATC Compliance Review and Retention Subcommittee.
17. **Signal Electric Apprenticeship Committee**
M/S/C in compliance for administrative; in compliance for females by GFE and for minorities by numbers
18. **Southwest Washington Electrical Joint Apprenticeship and Training Committee**
M/S/C in compliance for administrative and by GFE for females; Program needs to come to the October 2006 WSATC CRR Subcommittee meeting with a written action plan on how they are going to increase the recruitment of females and an update on the outcome of using craigslist.org and monster.com.
19. **Sprinkler Fitters Apprenticeship Standards**
M/S/C in compliance for administrative, out of compliance for affirmative action; return in October 2006 with a full affirmative action plan
20. **Town of Eatonville, The**
M/S/C to have the program to come in October 2006 before the WSATC CRR Subcommittee to convey if they want their apprenticeship program or not; if not, the program will be cancelled
21. **Transtech Electric Inc. Apprenticeship Committee**
M/S/C in compliance for administrative and by GFE for females and minorities
22. **Washington State Cosmetology Apprenticeship Committee**
M/S/C in compliance for administrative
23. **Western Washington Masonry Trades Apprenticeship Committee**
M/S/C in compliance for administrative and by GFE for females
24. **Western Washington Millwrights**
M/S/C to accept report

NEW BUSINESS:

- 25. Construction Industry Training Council of Washington (plumber)**
M/S/C in compliance for administrative and by GFE for females and minorities;
Program to report back in one year
- 26. Construction Industry Training Council of Washington (Sheet metal worker)**
M/S/C in compliance for administrative and by GFE for females and minorities;
Program to report back in one year
- 27. I.E.C. of Washington Apprenticeship and Training Committee**
M/S/C in compliance for administrative and by GFE for females and by numbers for minorities
- 28. Kimberly-Clark Industrial Plant Program**
M/S/C in compliance for administrative and by GFE for females and minorities; direct the program to continue to work with their L&I Apprenticeship Consultant to stay in compliance under their administrative
- 29. Providence/St. Peter Hospital Apprenticeship Program**
M/S/C to hold program in abeyance
- 30. Seattle Marine Electrical Workers Apprenticeship Committee**
M/S/C in compliance for administrative and by GFE for females and by numbers for minorities
- 31. Teknon Corporation Apprenticeship Committee**
M/S/C to hold program in abeyance
- 32. Washington Burglar & Fire Alarm Association Apprenticeship Committee**
M/S/C in compliance for administrative, by GFE for females and by numbers for minorities; encourage this program to work with their L&I Apprenticeship Consultant
- 33. Western States Boilermakers Apprenticeship Committee**
M/S/C to have the program coordinator appear at the October 2006 WSATC CRR Subcommittee meeting with an action plan on how they are going to meet their goals.
- 34. Western Washington Sheet Metal JATC**
M/S/C in compliance for administrative and by GFE for females and minorities; L&I Apprenticeship Consultant will report back in six months with how the program is doing with their numbers.

We had 34 items of business. On Page 2 is one correction on Item No. 6, it has an incorrect date which should be corrected to July 20th, 2006. And I'd like to submit the minutes of this subcommittee meeting for the record and have them accepted by the - the Council.

M/S/C to approve the July 19, 2006 WSATC Compliance Review and Retention Subcommittee meeting minutes with the correction on page 2, item 6, change the date to July 20, 2006.

WSATC Tribal Liaison Subcommittee

NO REPORT

WSATC Annual Report Subcommittee

NO REPORT

WSATC Reciprocity Subcommittee

Councilmember Link reported that the subcommittee will be meeting this afternoon at 1:00. There will be representatives from Montana and Oregon present. We will be

discussing the issue of Idaho First and the Idaho First Enforcement Policies. We'll have a recommendation for this Council at tomorrow's meeting.

WA pulled from the Reciprocity Agreement – Department to write cancellation letter to all participating states.

M/S/C to approve the report

WSATC Special Subcommittee

Councilmember Crow reported that a subcommittee was formed to look at electrical trainees versus electrical apprentices. They have had one meeting and he read the report into the record:

“The special subcommittee to analyze the electrical trainee versus electrical apprentices in the telecommunication industry met on June 6, 2006 in Tukwila. Attending were Pete Crow, Jim Tosh, James Brunson, Cindy Austin, Pat Toulou, Faith Jeffrey, Jolie Estes, and by phone, Ardis Benson and Karen Carter.

This meeting's purpose was to begin the discussion of the issues as they relate to apprenticeship and electrical laws, industry practice, and the possible effects on the contractors currently working in the industry. The subcommittee members discussed the history of the relatively new industry and how certain rules and laws developed in Washington State.

Many definitions of the industry terms and electrical licenses were shared. The electrical department was asked several questions about how they interrelate with apprenticeship and trainees. The subcommittee will eventually make some recommendations about the possible options to be considered by apprenticeship and the electrical department, but not until the participants in the industry have had time to discuss these options with each other and public - a public meeting or meetings are held on this subject.

It was agreed by the subcommittee that an exchange of information on the problem be made with the electrical board so they will be thinking about their options and involvement in the process of making electrical rules and laws work with current apprenticeship rules and laws and industry needs.

The subcommittee will conduct public meetings so industry participants will have the opportunity to give their opinion on any suggested course of action. Once the meetings have concluded, the Council will be given a report for any action needed by the Council.”

M/S/C to approve the report given for the Electrical Trainees vs. Electrical Apprentices Subcommittee meeting held on 6/6/06.

WSATC Strategic Planning Subcommittee

NO REPORT

WSATC Tie-Breaker Subcommittee

NO REPORT

WSATC WAC/RCW Policy Subcommittee

NO REPORT

WSATC "Final Order" Status Report

Karen Carter distributed the Final Order status report to the Council

M/S/C to accept final order report that was distributed to the Council from the Department

WSATC Members

Councilmember Crane, I do have a report. I would actually just like to make a plug. For those people who were not at the Western Washington Coordinators meeting that don't know about the availability of free stuff, outside on the table are order forms for the Financial Tools for the Trade Survival Guide for Apprentices that we have been working on with four Seattle area apprenticeship programs and through a grant from the National Endowment for Financial Education.

We will be printing that guide, which is really directed at first year apprentices and helping them survive financially as first year apprentices, that will be available in September, and through that grant we have the funds to make those available for free to building trades programs out here in the State of Washington.

So please take an order form and get your orders in. Thank you.

Susan and Dave J:

CITC ratio complaint – what happened to the investigation timelines? A Special Subcommittee is to meet by the October 2006 Council meeting to work on establishing timelines for investigations and to return a ratio decision.

(Susan: We need to touch on the Seattle Area Plumbers versus CITC matter, which was remanded to the Council by the court of appeals. The court held that the objection had a right to discovery on CITC's method of determining "need" for there geographic expansion, in order to cross examine CITC's witnesses.

We need to know where the parties are on this discovery and the matter needs to be scheduled for a continued hearing when that discovery has been completed.

Can someone speak to where the discovery process is currently on the issue of determining need?)

CITC – Plumber (remand from Court of Appeals) has 30 days from today, July 20, 2006, to provide discovery that was mandated by the court. The Council will schedule a continued hearing after discovery has been complete. No new or additional discovery allowed.

UNFINISHED BUSINESS:

1. SEATTLE MARINE ELECTRIC

Dale Wentworth and Eric Peterson pulled their objections;

Wendy Burnett (local 26) did not pull her objection;

M/S/C to refer back to the sponsor so they can meet with objector from local 26 and go through changes agreed to by locals 32 and 66

**2. NORTHWEST WASHINGTON CARPET, LINOLEUM, & SOFT TILE
APPRENTICESHIP COMMITTEE (Department request)**

M/S/C to cancel program

NEW BUSINESS:

PROPOSED COMMITTEES:**3. UA (LOCALS 26, 32, & 598), AWIU (LOCALS 7, 36, & 82) AND EMPLOYERS
FIRESTOP/CONTAINMENT APPRENTICESHIP COMMITTEE***M/S/C* to approve**NEW STANDARDS:****4. EDUCATIONAL SERVICES DISTRICT 112 SOUTHWEST WASHINGTON CHILD
CARE CONSORTIUM PROGRAM, THE**

Child Care Assistant/Associate I (SOC 39-9011) 2,000 hours

Child Care Site Coordinator/Associate II (SOC 11-9031.00) 3,000 hours

M/S/C to approve**5. PACIFIC POWER PRODUCTS COMPANY**

Diesel Engine Technician (SOC 49-3031.00) 8,000 hours

Transmission Technician (SOC 49-3023.01) 8,000 hours

M/S/C to approve**REVISED STANDARDS:****6. BOEING/IAM JOINT APPRENTICESHIP COMMITTEE, THE
COVER PAGE:****ADD OCCUPATION:**

Composite Technician (SOC 51-9199.99) 7,360 hours

Section II: Minimum Qualifications

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

Section IV: Term of Apprenticeship

Section V: Initial Probationary Period

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

Section X: Administrative/Disciplinary Procedures

M/S/C to approve**7. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE
COVER PAGE: rename "Waterman" to:**

POTABLE WATER (DOT 954.382-014) 6,000 hours

Section IV: Term of Apprenticeship

Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes

M/S/C to approve the renaming of Potable to 'Water Operator'**8. CENTRALIA CITY LIGHT APPRENTICESHIP COMMITTEE
COVER PAGE:****ADD OCCUPATION:**

Meter Technician (SOC 49-9012.01) 6,000 hours

Section II: Minimum Qualifications

Section VI: Ratio of Apprentices to Journey Level Workers
Section VIII: Work Processes
Section IX: Related Supplemental Instruction
Section X: Administrative/Disciplinary Procedures

M/S/C to approve

9. CITY OF RIDGEFIELD, CITY HALL

Section VIII: Work Processes

M/S/C to approve

10. DIRECTORATE OF LOGISTICS, FT. LEWIS, WASHINGTON AND KOKUM CORPORATION APPRENTICESHIP COMMITTEE

Change Occupation "Automotive Mechanic" to read "Vehicle Mechanic".

Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes
Section X: Administrative/Disciplinary Procedures

M/S/C to approve

11. GEORGIA PACIFIC AND THE AWPPW LOCAL #5 APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
Section V: Initial Probationary Period
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes
Section IX: Related Supplemental Instruction
Section X: Administrative/Disciplinary Procedures
Section XI: Committee – Responsibilities and Composition

M/S/C to approve

12. LOTT ALLIANCE WASTEWATER TREATMENT OPERATOR APPRENTICESHIP COMMITTEE

COVER PAGE:

COMMITTEE NAME CHANGE: LOTT Alliance Apprenticeship Committee

CHANGE cover to read:

Wastewater Treatment Plant Operator	(SOC 51-8031.00)	4 5,000 hours
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ADD OCCUPATION:

Control Systems Technician	(SOC 17-3023.02)	6,000 hours
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Maintenance Technician	(SOC 49-9041.00)	6,000 hours
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OPENING PARAGRAPH

Section II: Minimum Qualifications
Section IV: Term of Apprenticeship
Section V: Initial Probationary Period
Section VI: Ratio of Apprentices to Journey Level Workers
Section VII: Apprentice Wages and Wage Progression
Section VIII: Work Processes
Section IX: Related Supplemental Instruction

Section X: Administrative/Disciplinary Procedures
 Section XI: Committee – Responsibilities and Composition

M/S/C to approve

13. NORTHEASTERN WASHINGTON-NORTHERN IDAHO SHEET METAL APPRENTICESHIP COMMITTEE

COVER PAGE:

CHANGE cover to read:

Sheet Metal Worker change DOT to SOC (SOC 47-2211.00)

ADD OCCUPATION:

HVAC Service Technician (SOC 47-2211.00) 9,000 hours

Residential Sheet Metal Worker (SOC 47-2211.00) 5,400 hours

Section II: Minimum Qualifications
 Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
 A. Selection Procedures
 Section IV: Term of Apprenticeship
 Section V: Initial Probationary Period
 Section VI: Ratio of Apprentices to Journey Level Workers
 Section VII: Apprentice Wages and Wage Progression
 Section VIII: Work Processes
 Section IX: Related Supplemental Instruction
 Section X: Administrative/Disciplinary Procedures

M/S/C to approve with the 2:1 Apprentice-to-Journeyman ratio for Residential Sheet Metal worker for a three-year trial period. At the end of the three years, the Department will be asked to report to the Council any adverse impacts on apprenticeship training. If the program can achieve a 50 percent or better retention rate and the impact report is minimal, the Council will consider an extension for permanent approval to ratio change request. The Council reserves the right to rescind the 2:1 ratio, during the trial period, if the change causes serious complaints or impacts on residential plumber training on residential apprentices. The program will be required to provide any requested reports from the Department.

14. NORTHWEST INDEPENDENT CONTRACTORS ASSOCIATION APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications

Pulled from the agenda – no show

15. PACIFIC COUNTY PUD NO 2 APPRENTICESHIP COMMITTEE

COVER PAGE:

ADD OCCUPATION:

Electrical Maintenance Technician (SOC 47-2111.00) 8,000 hours

Section IV: Term of Apprenticeship
 Section VI: Ratio of Apprentices to Journey Level Workers
 Section VII: Apprentice Wages and Wage Progression
 Section VIII: Work Processes
 Section IX: Related Supplemental Instruction

M/S/C to approve

16. SAINT-GOBAIN CONTAINERS MOLDBAKER APPRENTICESHIP COMMITTEE

- Section I: Geographical Area Covered (verbiage only)
Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Equal Employment Opportunity Plan
Section IX: Related Supplemental Instruction
Section X: Administrative/Disciplinary Procedures
Section XI: Committee – Responsibilities and Composition

UPDATE INTO COUNCIL'S NEW FORMAT

M/S/C to approve with update into the Council's new format

17. SEATTLE AUTOMOTIVE MACHINISTS APPRENTICESHIP COMMITTEE

- Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
B. Equal Employment Opportunity Plan
Section IX: Related Supplemental Instruction
Section X: Administrative/Disciplinary Procedures

M/S/C to approve

18. SOUTH PUGET SOUND CARPENTERS JOINT APPRENTICESHIP AND TRAINING COMMITTEE

- Section VI: Ratio of Apprentices to Journey Level Workers

M/S/C to approve the 2:1 Apprentice-to-Journeyman ratio for (maintainance and residential) carpenters for a three-year trial period. At the end of the three years, the Department will be asked to report to the Council any adverse impacts on apprenticeship training. If the program can achieve a 50 percent or better retention rate and the impact report is minimal, the Council will consider an extension for permanent approval to ratio change request. The Council reserves the right to rescind the 2:1 ratio, during the trial period, if the change causes serious complaints or impacts on residential plumber training on residential apprentices. The program will be required to provide any requested reports from the Department.

19. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

- Section X: Administrative/Disciplinary Procedures

M/S/C to approve

20. WASHINGTON PUBLIC SCHOOL CLASSIFIED EMPLOYEES APPRENTICESHIP COMMITTEE

COVER PAGER:

ADD OCCUPATION:

- | | | |
|--------------------------------|------------------|-------------|
| School Computer Technician I | (SOC 15-1041.00) | 2,000 hours |
| School Computer Technician II | (SOC 15-1040.00) | 2,000 hours |
| School Computer Technician III | (SOC 15-1041.00) | 2,000 hours |
- Section II: Minimum Qualifications
Section IV: Term of Apprenticeship
Section V: Initial Probationary Period
Section VII: Apprentice Wages and Wage Progression

Section VIII: Work Processes
Section IX: Related Supplemental Instruction
M/S/C to approve

21. WESTERN WASHINGTON CEMENT MASONS APPRENTICESHIP COMMITTEE

Section II: Minimum Qualifications
Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
Section VI: Ratio of Apprentices to Journey Level Workers

Pulled from the agenda – no show

CANCELLATION OF APPRENTICESHIP STANDARDS:

22. E.S.D. #112 EARLY CHILDHOOD SPECIAL EDUCATION ASSISTANT (Sponsor request)

23. ESD #112 APPRENTICESHIP COMMITTEE (Sponsor request)

M/S/C to approve items 22 and 23

ADMINISTRATIVELY APPROVED REVISIONS:

STANDARDS

24. ALCOA INDUSTRIAL MAINTENANCE ELECTRICIAN JATC

Section IX: Related Supplemental Instruction

25. ALCOA INDUSTRIAL MAINTENANCE MECHANIC JATC

Section IX: Related Supplemental Instruction

26. CITY OF TACOMA – WATER DIVISION APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
Section IX: Related Supplemental Instruction

27. COMMUNITY TRANSIT/I.A.M. DISTRICT 160 APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures

28. FRANKLIN P.U.D. – LOCAL 77 IBEW APPRENTICESHIP COMMITTEE

Section VII: Apprentice Wages and Wage Progression

29. WEST SOUND PIPE TRADES APPRENTICESHIP COMMITTEE

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
B. Equal Employment opportunity Plan

30. WESTERN WASHINGTON SHEET METAL JATC

Section III: Conduct of Program under Washington Equal Employment Opportunity Plan
A. Selection Procedures
Section IX: Related Supplemental Instruction

M/S/C to approve items 24 – 30

COMMITTEES; SUBCOMMITTEE; TRAINING DIRECTOR/COORDINATOR

31. CHELAN COUNTY PUBLIC UTILITY DISTRICT NO. 1 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

32. CITY OF MILTON & IBEW #483 JOINT APPRENTICESHIP TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

33. COLUMBIA RURAL ELECTRIC ASSOCIATION, INC. APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

34. DIRECTORATE OF LOGISTICS, FT. LEWIS, WASHINGTON AND SKOOKUM CORPORATION APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

35. FRANKLIN P.U.D. – LOCAL 77 IBEW APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

36. GEORGIA PACIFIC AND THE AWPPW LOCAL #5 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

37. GLAZIERS, ARCHITECTURAL METAL AND GLASSWORKERS COMMERCIAL APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

38. GRANT COUNTY PUD NO. 2 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

39. I.E.C. OF WASHINGTON APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

40. INLAND NORTHWEST CHAPTER ASSOCIATED GENERAL CONTRACTORS CARPENTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

41. INLAND NORTHWEST CHAPTER ASSOCIATED GENERAL CONTRACTORS OPERATORS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

42. LOTT ALLIANCE WASTEWATER TREATMENT OPERATOR APPRENTICESHIP COMMITTEE

COMMITTEE NAME CHANGE TO: **LOTT Alliance Apprenticeship Committee**

Section XI: Committee – Responsibilities and Composition

43. PACIFIC NORTHWEST IRONWORKERS AND EMPLOYERS LOCAL #86 APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

44. PACIFIC NORTHWEST IRONWORKERS & EMPLOYERS APPRENTICESHIP AND TRAINING COMMITTEE LOCAL #14

Section XI: Committee – Responsibilities and Composition

Section XII: Subcommittee

45. PACIFIC POWER & LU 125 JATC

Section XIII: Training Director/Coordinator

46. PIERCE COUNTY MEATCUTTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

47. PUGET SOUND ELECTRICAL JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

48. SEATTLE HEAT AND FROST INSULATORS AND ASBESTOS WORKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

49. SEATTLE MEATCUTTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

50. SIGNAL ELECTRIC APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

51. WASHINGTON CONSTRUCTION TEAMSTERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition \

Section XII: Subcommittee

52. WASHINGTON STATE COSMETOLOGY APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

Section XIII: Training Director/Coordinator

53. WASHINGTON STATE DEPARTMENT OF LABOR AND INDUSTRIES/CLASSIFIED EMPLOYEES JOINT APPRENTICESHIP AND TRAINING COMMITTEE

Section XI: Committee – Responsibilities and Composition

54. WEST SOUND PIPE TRADES APPRENTICESHIP COMMITTEE

Section XIII: Training Director/Coordinator

55. WESTERN STATES BOILERMAKERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

56. WESTERN WASHINGTON LATHING, ACOUSTICAL & DRYWALL SYSTEMS & THERMAL INSULATION INSTALLERS APPRENTICESHIP COMMITTEE

Section XI: Committee – Responsibilities and Composition

M/S/C to approve items 31 – 56

GOOD AND WELFARE

Several CITC Plumber apprentices and one journey level worker addressed the Council. They stated what a great program they are/were in (now suspended), how they would like to get started back to finishing up their program and continue on with their lives, supporting their families.

They shared that this greatly affects them and their families. They have chosen this career, that this program has been great for them. They all would really like to finish the program.

Sandra Olson, CITC, thanked them personally for coming. She reported that she was not aware that the apprentices wanted to do this. She was very grateful. I think it sends a message to all of you that we need to move quickly on this. It's about their lives, their livelihood, and I really encourage you to move as quickly as possible to get this accomplished so we can get them back to work to support their families.

Wendy Burnett, Sound Pipe Trades Training Coordinator, offered all of these gentlemen here that just spoke to come to our training facilities. We have training facilities throughout Western Washington and we'd like to get them right back in school, put them to work.

Halene Sigmund also thanked the individuals for coming and sharing. I'm going to change the subject a little bit. CITC would like to commend the Sisters in the Building Trades organization and their efforts to support and retain women in the trades. This is not about affiliation, it's not about politics. This is about a far greater cause. That any personal philosophy or personal agenda.

CITC believes that apprenticeship programs should walk the talk in recruiting women and minorities into apprenticeships, and as a result we are pledging \$1,200 to support the efforts of Sisters in the Building Trades. We encourage and challenge other apprenticeship programs to meet or exceed CITC's pledge. If we all come together I don't see how we could fail in this.

Councilmember Johnson echoed Ms. Olson's comments. His assistant, Terry Tilton is heavily engaged almost on a daily basis. I agree with what Halene said and encourage everybody to support their efforts.

Councilmember Nichols made a couple clarifications. The special subcommittee is going to address both ratio and how it impacts apprentices so that we can evaluate how that change in ratio is working out in the field. As well as the special subcommittee will look at time lines for complaints and issues so that we can promptly move through those processes, although we recognize that they can't be written in stone because each case is different. We want to take a look at those.

Another thing I'd like to mention is that I've had initial discussions with Oregon and Montana about having a workshop here in Vancouver in July. In a couple of focused areas, best practices for apprenticeship and a look at diversity in apprenticeship in 2007. We will possibly be proceeding with that. We don't want it to be a huge event because we have so much on our plates that it's a bit too much work, but we want to have a couple of workshops from each state.

The final thing is just to say we have given Nancy Mason her plaque, but Nancy was so much more than just a passing sort of hand here. She made such tremendous differences for us over the last eight years. I wanted to acknowledge that we all miss our friend and that we wish her well. She was tremendously instrumental in doing some very, very wonderful things for apprenticeship during her tenure and she will not be forgotten.

DATE AND LOCATION OF NEXT MEETING:

OCTOBER 19, 2006

Red Lion Hotel

2525 North 20th Avenue

Pasco, Washington 98301

FUTURE MEETING SITES:

JANUARY 2007

TUMWATER

APRIL 2007

SPOKANE

JULY 2007

VANCOUVER

OCTOBER 2007

ADJOURNMENT